



# CITY OF TROUTDALE

## Summary of Employee Benefits

(Effective January 1, 2021)

Vacation:	<table><thead><tr><th>Years:</th><th>Earned:</th></tr></thead><tbody><tr><td>0 – 3 years</td><td>10 days per year</td></tr><tr><td>4 – 5 years</td><td>12 days per year</td></tr><tr><td>6 – 10 years</td><td>15 days per year</td></tr><tr><td>11 – 15 years</td><td>20 days per year</td></tr><tr><td>16 – 20 years</td><td>23 days per year</td></tr><tr><td>21+ years</td><td>25 days per year</td></tr></tbody></table>	Years:	Earned:	0 – 3 years	10 days per year	4 – 5 years	12 days per year	6 – 10 years	15 days per year	11 – 15 years	20 days per year	16 – 20 years	23 days per year	21+ years	25 days per year
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Sick Leave:	12 paid days per year. Employees earn 8 hours of sick pay for every calendar month of service.														
Holidays:	10 federal holidays, plus 3 personal days (24 hours).														
Other Paid Time Off:	Paid bereavement leave of up to 24 work hours for immediate family or immediate household; jury duty leave and conference/training leave.														
Retirement:	The City participates in the Oregon Public Employees Retirement System (PERS) and contributes the employee's 6% share on their behalf.														
Medical, Dental & Vision Coverage:	The City offers two comprehensive medical plans which include vision coverage, and two dental plans. Medical plan options are Blue Cross/Blue Shield and Kaiser. Dental plan options are Delta Dental and Willamette Dental.														
Training & Education:	The City offers training and educational opportunities. See your supervisor or Human Resources for more information.														
Life Insurance with AD&D:	The City provides \$20,000 coverage for .5 FTE or greater employees. Employees can purchase supplemental life for themselves, their spouse and/or dependents.														

Long Term  
Disability (LTD):

The City's LTD benefit provides income replacement at 66 2/3 % of pre-disability earnings.

Flexible Spending  
Account:

The City has a Flexible Spending Account (also known as a Section 125 [b]) available to eligible employees. Employees can set aside pre-tax dollars to pay for insurance premiums, unreimbursed medical expenses and dependent care. The City pays all associated fees.

Employee Assistance  
Program (EAP):

The City contracts with Cascade EAP Services to provide employee assistance counseling services to its employees, dependents and other members of the household at no cost. Services include assistance with work/family issues, emotional issues, alcohol/drug dependency, depression, financial counseling, will preparation, identity theft and more.

Longevity Pay:

The City provides Longevity Pay based on length of service following five years of employment.

Clothing  
Allowance:

Certain field positions within the City are eligible for a clothing allowance.

Overtime &  
Comp Time:

Overtime and compensatory time are available to non-exempt pay classifications within the City.

Optional  
Supplemental Benefits:

Short Term Disability; Hospital Indemnity, Critical Illness and Accident Insurance; Identity Theft.

Optional Deferred  
Compensation Plan:

In addition to PERS, a 457(b) Deferred Compensation Plan (including Roth) through Voya or Nationwide allows employees to defer a portion of their pre-tax or post-tax earnings each pay period for retirement. The City administers the program; however, the participant pays associated account fees.

*This is a summary only of your comprehensive health and welfare coverage and supplemental benefits available. A full description of all your benefits is available under separate cover. In the event of a discrepancy, all provisions of the original plan documents prevail.*